AMITY UNIVERSITY MAHARASHTRA

Established vide Maharashtra Act No.13 of 2014, of Government of Maharashtra, and recognized under Section 2 (f) of UGC Act 1956.

Progress on SDG 10

Reduced Inequalities

Reporting Year 2025



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Index of activities

No.	Activity	Date	School
1	World Pharmacist Day: Community Health Check-up Camp	25 September 2025	Amity Institute of Pharmacy
2	Building Healthier Futures: Health, Nutrition and Menstrual Dignity	7 May 2025	Amity Institute of Pharmacy
3	Indian Knowledge Systems Faculty Development Programme: Feminist Ethics and Inclusive Perspectives	10–14 November 2025	Amity Institute of Liberal Arts
4	Poetry Day Outreach: Social Discrimination and Women's Voices	1 August 2025	Amity School of Languages (English and French Departments)
5	Leaders' Round Table Conference	1 October 2024	Amity Business School
6	Educational Visit to the Reserve Bank of India	30 April 2025	|Amity Institute of Liberal Arts

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Student Strength and Financial Reimbursement Breakdowns

Program	Total Students	Economically Backward	Socially Challenged (SC+ST+OBC)	Reimbursement from State & Central Govt.	Reimbursement from Institution Funds
UG [3 Years Program(s)]	1,502	0	355	5	11
UG [4 Years Program(s)]	1,922	7	323	4	243
UG [5 Years Program(s)]	387	0	68	0	55
PG [1 Year Program(s)]	31	0	0	0	0
PG [2 Year Program(s)]	832	1	127	0	13

Equal Opportunity Cell

https://backoffice.amity.edu/mumbai/pdf/public-disclosure/equal-opportunity-cell.pdf

Constitution of the Socio-Economically Disadvantaged Groups Cell – SEDGs

https://backoffice.amity.edu/mumbai/pdf/public-disclosure/socio-economically-disadvantaged-groups-cell.pdf

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Constitution of Committee for Grievance Redressal Committee for Employees and Students of the University

https://www.amity.edu/mumbai/pdf/public-disclosure/committee-for-university-redressal-committee.pdf

Constitution Of Student's Grievance Redressal Committee

https://backoffice.amity.edu/mumbai/pdf/public-disclosure/students-grievance-redressal-committee-aum.pdf

Constitution of Committee for Arbitration in Case of Disputes between Employees, Students and University

https://www.amity.edu/mumbai/pdf/public-disclosure/committee-for-arbitration.pdf

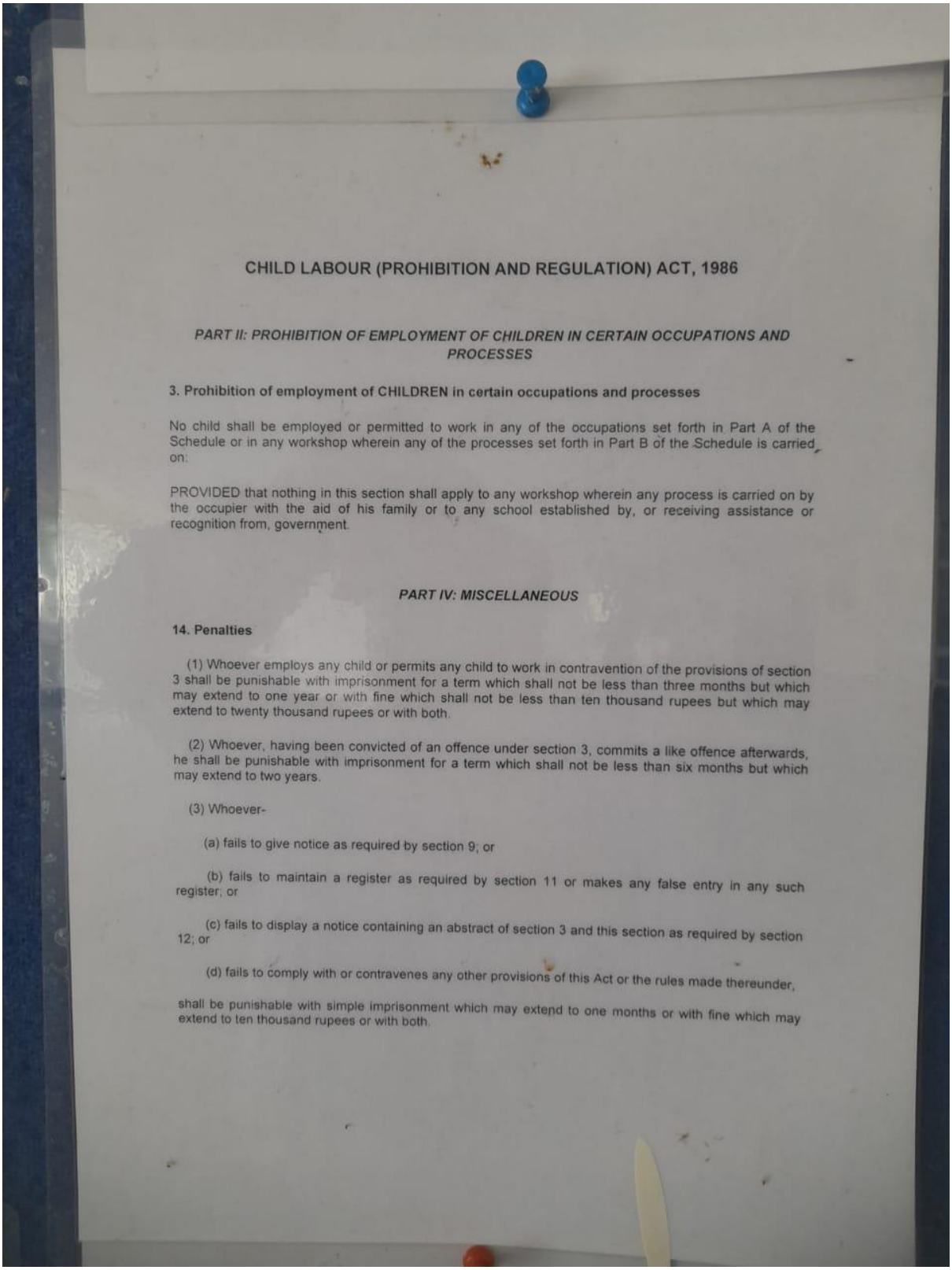
https://www.amity.edu/mumbai/pdf/public-disclosure/appointment-of-ombudsperson.pdf

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Child Labor Prohibition and Regulation Act Displayed on Notice Board





CHILD LABOUR (PROHIBITION AND REGULATION) ACT, 1986

PART II: PROHIBITION OF EMPLOYMENT OF CHILDREN IN CERTAIN OCCUPATIONS AND PROCESSES

3. Prohibition of employment of CHILDREN in certain occupations and processes

No child shall be employed or permitted to work in any of the occupations set forth in Part A of the Schedule or in any workshop wherein any of the processes set forth in Part B of the Schedule is carried on:

PROVIDED that nothing in this section shall apply to any workshop wherein any process is carried on by the occupier with the aid of his family or to any school established by, or receiving assistance or recognition from, government.

PART IV: MISCELLANEOUS

14. Penalties

(1) Whoever employs any child or permits any child to work in contravention of the provisions of section 3 shall be punishable with imprisonment for a term which shall not be less than three months but which may extend to one year or with fine which shall not be less than ten thousand rupees but which may extend to twenty thousand rupees or with both.

(2) Whoever, having been convicted of an offence under section 3, commits a like offence afterwards, he shall be punishable with imprisonment for a term which shall not be less than six months but which may extend to two years.

(3) Whoever-

(a) fails to give notice as required by section 9; or

(b) fails to maintain a register as required by section 11 or makes any false entry in any such register; or

(c) fails to display a notice containing an abstract of section 3 and this section as required by section 12; or

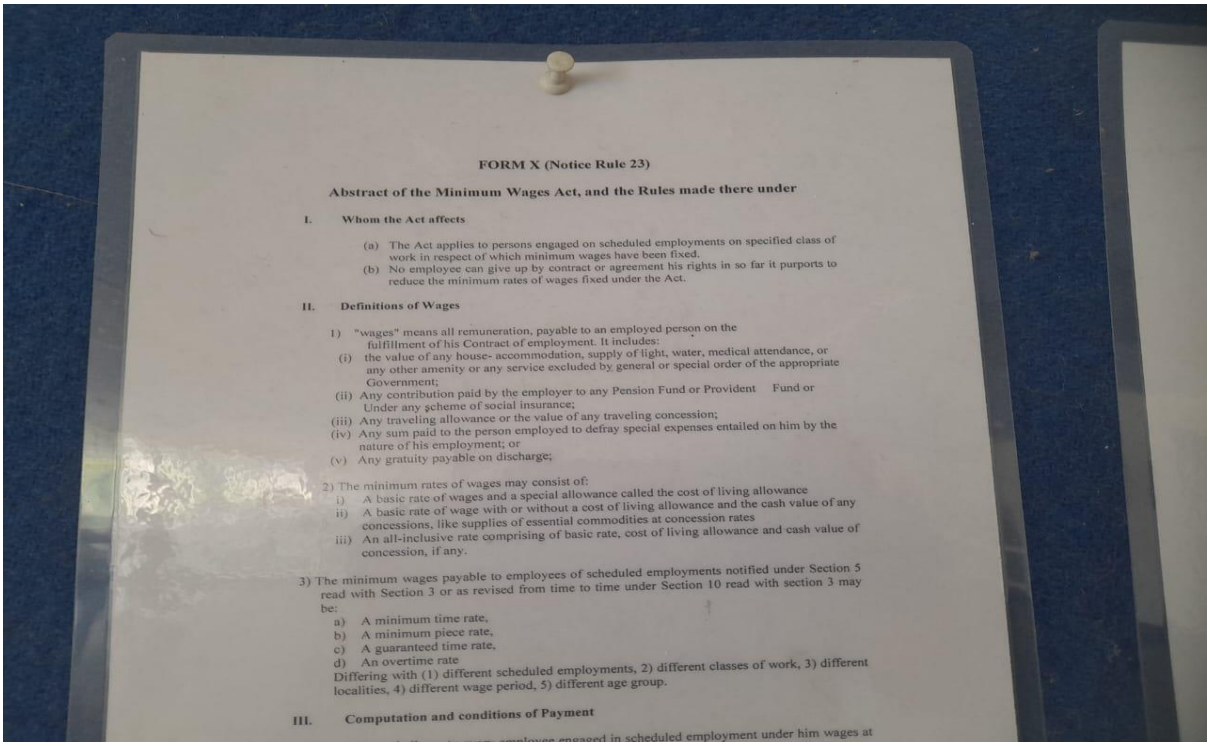
(d) fails to comply with or contravenes any other provisions of this Act or the rules made thereunder,

shall be punishable with simple imprisonment which may extend to one months or with fine which may extend to ten thousand rupees or with both.

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Minimum Wages Act



FORM X (Notice Rule 23)

Abstract of the Minimum Wages Act, and the Rules made there under

I. Whom the Act affects

(a) The Act applies to persons engaged on scheduled employments on specified class of work in respect of which minimum wages have been fixed.
(b) No employee can give up by contract or agreement his rights in so far it purports to reduce the minimum rates of wages fixed under the Act.

II. Definitions of Wages

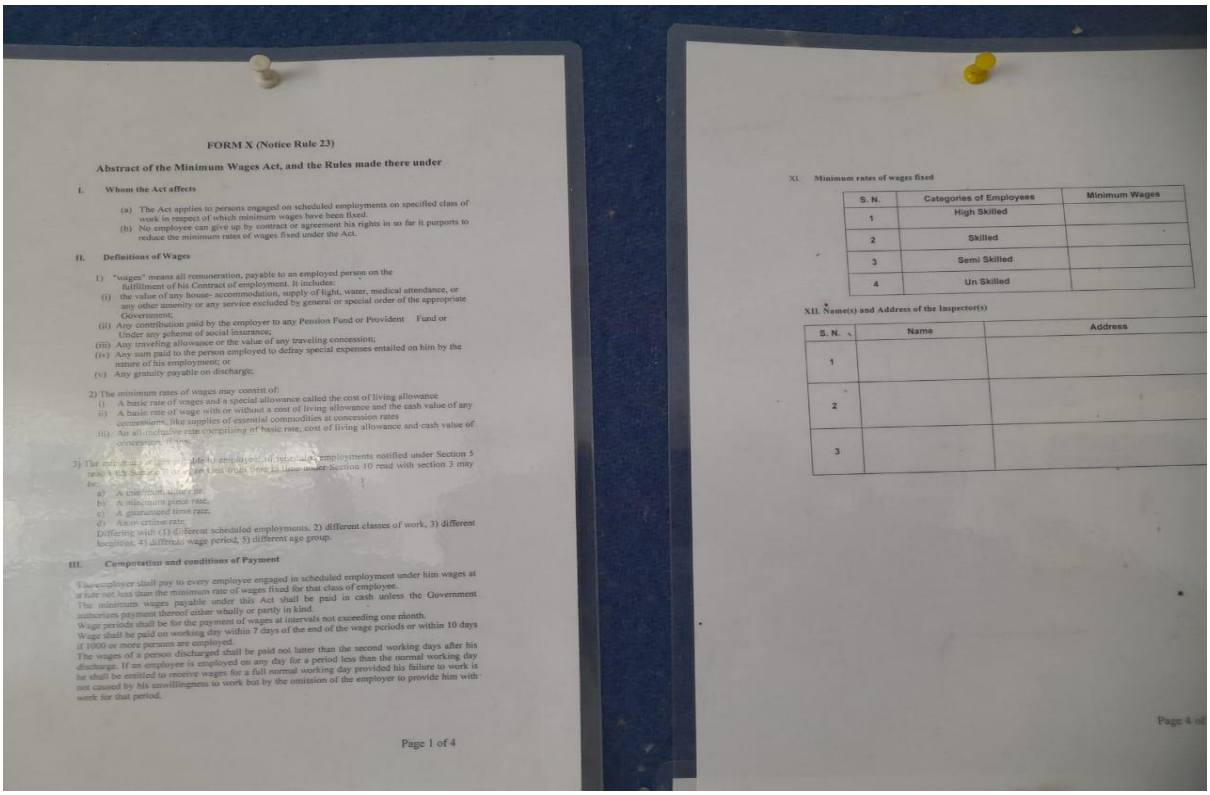
1) "wages" means all remuneration, payable to an employed person on the fulfillment of his Contract of employment. It includes:
(i) the value of any house- accommodation, supply of light, water, medical attendance, or any other amenity or any service excluded by general or special order of the appropriate Government;
(ii) Any contribution paid by the employer to any Pension Fund or Provident Fund or Under any scheme of social insurance;
(iii) Any traveling allowance or the value of any traveling concession;
(iv) Any sum paid to the person employed to defray special expenses entailed on him by the nature of his employment; or
(v) Any gratuity payable on discharge;

2) The minimum rates of wages may consist of:
i) A basic rate of wages and a special allowance called the cost of living allowance
ii) A basic rate of wage with or without a cost of living allowance and the cash value of any concessions, like supplies of essential commodities at concession rates
iii) An all-inclusive rate comprising of basic rate, cost of living allowance and cash value of concession, if any.

3) The minimum wages payable to employees of scheduled employments notified under Section 5 read with Section 3 or as revised from time to time under Section 10 read with section 3 may be:
a) A minimum time rate,
b) A minimum piece rate,
c) A guaranteed time rate,
d) An overtime rate
Differing with (1) different scheduled employments, 2) different classes of work, 3) different localities, 4) different wage period, 5) different age group.

III. Computation and conditions of Payment

employer engaged in scheduled employment under him wages at



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d) An overtime rate
Differing with (1) different scheduled employments, 2) different classes of work, 3) different localities, 4) different wage period, 5) different age group.

III. Computation and conditions of Payment

The employer shall pay to every employee engaged in scheduled employment under him wages at a rate not less than the minimum rate of wages fixed for that class of employee.
The minimum wages payable under this Act shall be paid in cash unless the Government authorizes payment thereof either wholly or partly in kind.
Wage periods shall be for the payment of wages at intervals not exceeding one month.
Wage shall be paid on working day within 7 days of the end of the wage periods or within 10 days if 1000 or more persons are employed.
The wages of a person discharged shall be paid not latter than the second working days after his discharge. If an employee is employed on any day for a period less than the normal working day he shall be entitled to receive wages for a full normal working day provided his failure to work is not caused by his unwillingness to work but by the omission of the employer to provide him with work for that period.

Page 1 of 4

XI. Minimum rates of wages fixed

S. N.	Categories of Employees	Minimum Wages
1	High Skilled	
2	Skilled	
3	Semi Skilled	
4	Un Skilled	

XII. Name(s) and Address of the Inspector(s)

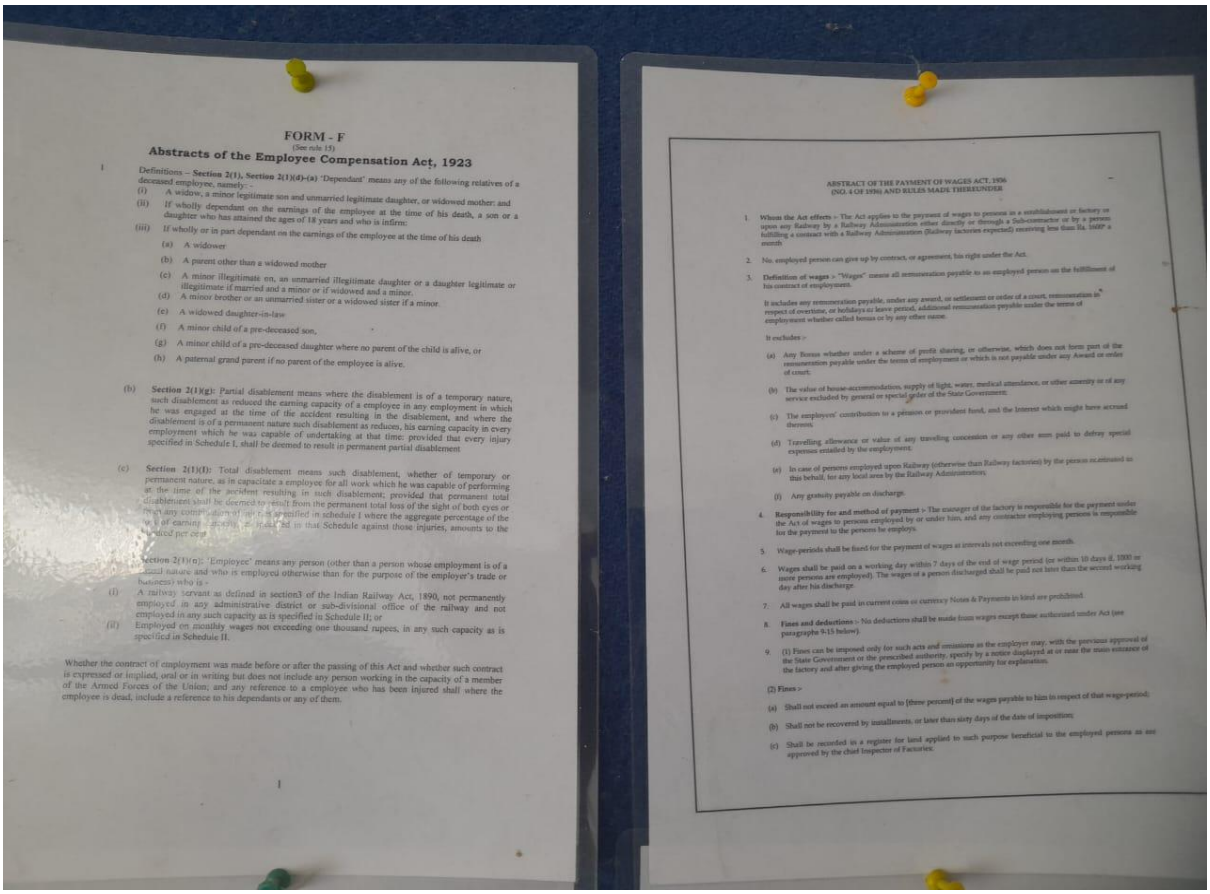
S. N.	Name	Address
1		
2		
3		

Page 4 of

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Employee Compensation Act Displayed on Notice Boards of the AUM.



FORM - F

(See rule 15)

Abstracts of the Employee Compensation Act, 1923

1. Definitions – **Section 2(1), Section 2(1)(d)-(a)** 'Dependant' means any of the following relatives of a deceased employee, namely: -
   (i) A widow, a minor legitimate son and unmarried legitimate daughter, or widowed mother: and
   (ii) If wholly dependant on the earnings of the employee at the time of his death, a son or a daughter who has attained the ages of 18 years and who is infirm:
   (iii) If wholly or in part dependant on the earnings of the employee at the time of his death
      (a) A widower
      (b) A parent other than a widowed mother
      (c) A minor illegitimate on, an unmarried illegitimate daughter or a daughter legitimate or illegitimate if married and a minor or if widowed and a minor.
      (d) A minor brother or an unmarried sister or a widowed sister if a minor.
      (e) A widowed daughter-in-law
      (f) A minor child of a pre-deceased son,
      (g) A minor child of a pre-deceased daughter where no parent of the child is alive, or
      (h) A paternal grand parent if no parent of the employee is alive.

(b) **Section 2(1)(g):** Partial disablement means where the disablement is of a temporary nature, such disablement as reduced the earning capacity of a employee in any employment in which he was engaged at the time of the accident resulting in the disablement, and where the disablement is of a permanent nature such disablement as reduces, his earning capacity in every employment which he was capable of undertaking at that time; provided that every injury specified in Schedule I, shall be deemed to result in permanent partial disablement

(c) **Section 2(1)(l):** Total disablement means such disablement, whether of temporary or permanent nature, as in capacitate a employee for all work which he was capable of performing at the time of the accident resulting in such disablement; provided that permanent total disablement shall be deemed to result from the permanent total loss of the sight of both eyes or from any combination of injuries specified in schedule I where the aggregate percentage of the loss of earning capacity, as specified in that Schedule against those injuries, amounts to the [illegible] per cent.

[illegible] Section 2(1)(n): 'Employee' means any person (other than a person whose employment is of a casual nature and who is employed otherwise than for the purpose of the employer's trade or business) who is -
   (i) A railway servant as defined in section3 of the Indian Railway Act, 1890, not permanently employed in any administrative district or sub-divisional office of the railway and not employed in any such capacity as is specified in Schedule II; or
   (ii) Employed on monthly wages not exceeding one thousand rupees, in any such capacity as is specified in Schedule II.

Whether the contract of employment was made before or after the passing of this Act and whether such contract is expressed or implied, oral or in writing but does not include any person working in the capacity of a member of the Armed Forces of the Union; and any reference to a employee who has been injured shall where the employee is dead, include a reference to his dependants or any of them.

ABSTRACT OF THE PAYMENT OF WAGES ACT, 1936
(NO. 4 OF 1936) AND RULES MADE THEREUNDER

1. **Whom the Act effects :-** The Act applies to the payment of wages to persons in a establishment or factory or upon any Railway by a Railway Administration either directly or through a Sub-contractor or by a person fulfilling a contract with a Railway Administration (Railway factories expected) receiving less than Rs. 1600/- a month
2. No employed person can give up by contract, or agreement, his right under the Act.
3. **Definition of wages :-** "Wages" means all remuneration payable to an employed person on the fulfilment of his contract of employment.

   It includes any remuneration payable, under any award, or settlement or order of a court, remuneration in respect of overtime, or holidays or leave period, additional remuneration payable under the terms of employment whether called bonus or by any other name.

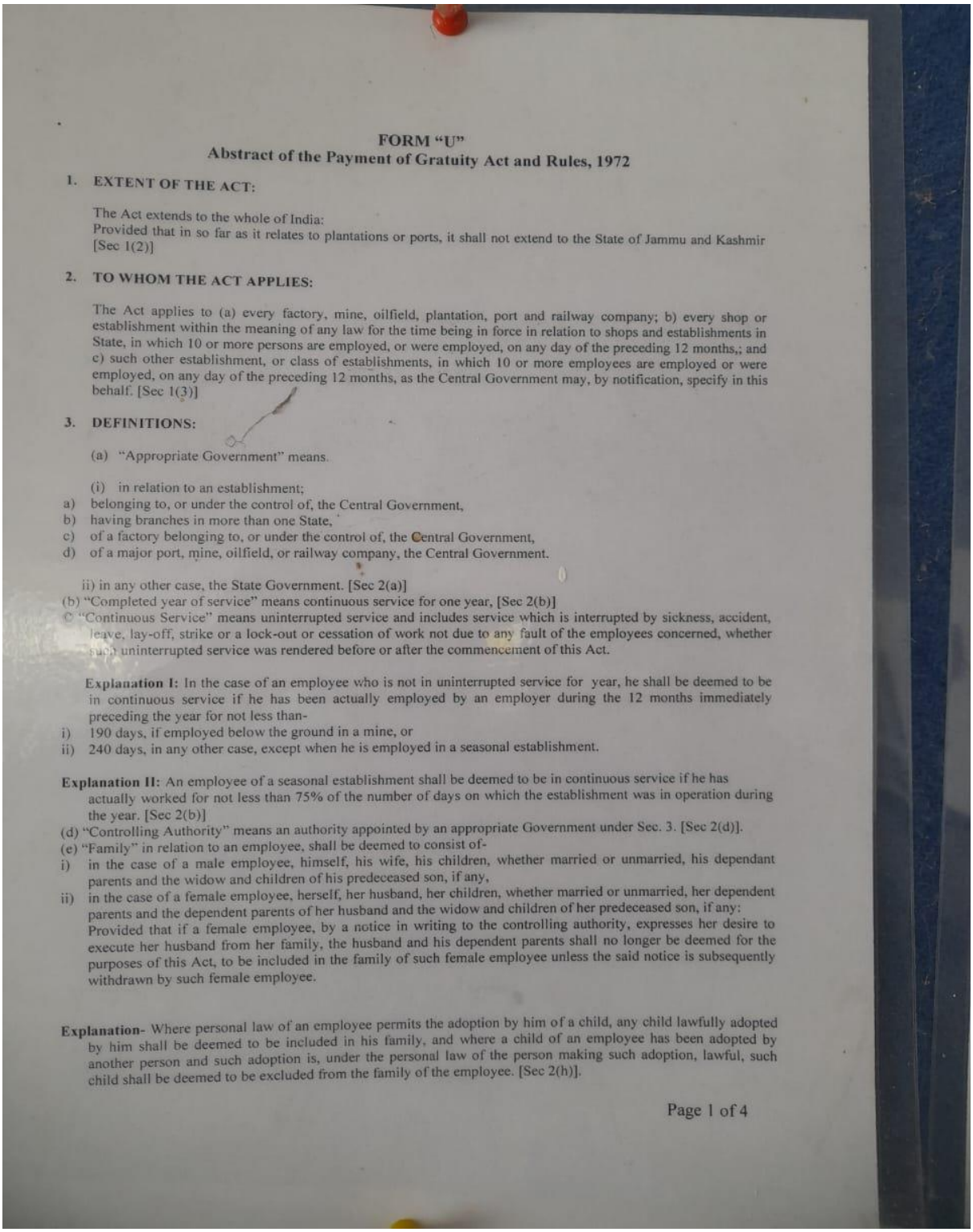
   It excludes :-
   (a) Any Bonus whether under a scheme of profit sharing, or otherwise, which does not form part of the remuneration payable under the terms of employment or which is not payable under any Award or order of court;
   (b) The value of house-accommodation, supply of light, water, medical attendance, or other amenity or of any service excluded by general or special order of the State Government;
   (c) The employers' contribution to a pension or provident fund, and the Interest which might have accrued thereon;
   (d) Travelling allowance or value of any travelling concession or any other sum paid to defray special expenses entailed by the employment;
   (e) In case of persons employed upon Railway (otherwise than Railway factories) by the person so entrusted on this behalf, for any local area by the Railway Administration;
   (f) Any gratuity payable on discharge.
4. **Responsibility for and method of payment :-** The manager of the factory is responsible for the payment under the Act of wages to persons employed by or under him, and any contractor employing persons is responsible for the payment to the persons he employs.
5. Wage-periods shall be fixed for the payment of wages at intervals not exceeding one month.
6. **Wages shall be paid on a working day** within 7 days of the end of wage period (or within 10 days if, 1000 or more persons are employed). The wages of a person discharged shall be paid not later than the second working day after his discharge.
7. All wages shall be paid in current coins or currency Notes & Payments in kind are prohibited.
8. **Fines and deductions :-** No deductions shall be made from wages except those authorized under Act (see paragraphs 9-15 below).
9. (1) Fines can be imposed only for such acts and omissions as the employer may, with the previous approval of the State Government or the prescribed authority, specify by a notice displayed at or near the main entrance of the factory and after giving the employed person an opportunity for explanation.

   (2) **Fines :-**
   (a) Shall not exceed an amount equal to [three percent] of the wages payable to him in respect of that wage-period;
   (b) Shall not be recovered by installments, or later than sixty days of the date of imposition;
   (c) Shall be recorded in a register for land applied to such purpose beneficial to the employed persons as are approved by the chief Inspector of Factories.

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Payment of Gratuity Act Displayed on Notice Board



FORM "U"

Abstract of the Payment of Gratuity Act and Rules, 1972

1. **EXTENT OF THE ACT:**

The Act extends to the whole of India:
Provided that in so far as it relates to plantations or ports, it shall not extend to the State of Jammu and Kashmir [Sec 1(2)]

2. **TO WHOM THE ACT APPLIES:**

The Act applies to (a) every factory, mine, oilfield, plantation, port and railway company; b) every shop or establishment within the meaning of any law for the time being in force in relation to shops and establishments in State, in which 10 or more persons are employed, or were employed, on any day of the preceding 12 months,; and c) such other establishment, or class of establishments, in which 10 or more employees are employed or were employed, on any day of the preceding 12 months, as the Central Government may, by notification, specify in this behalf. [Sec 1(3)]

3. **DEFINITIONS:**

(a) "Appropriate Government" means.

(i) in relation to an establishment;
a) belonging to, or under the control of, the Central Government,
b) having branches in more than one State,
c) of a factory belonging to, or under the control of, the Central Government,
d) of a major port, mine, oilfield, or railway company, the Central Government.

ii) in any other case, the State Government. [Sec 2(a)]
(b) "Completed year of service" means continuous service for one year, [Sec 2(b)]
© "Continuous Service" means uninterrupted service and includes service which is interrupted by sickness, accident, leave, lay-off, strike or a lock-out or cessation of work not due to any fault of the employees concerned, whether such uninterrupted service was rendered before or after the commencement of this Act.

Explanation I: In the case of an employee who is not in uninterrupted service for year, he shall be deemed to be in continuous service if he has been actually employed by an employer during the 12 months immediately preceding the year for not less than-
i) 190 days, if employed below the ground in a mine, or
ii) 240 days, in any other case, except when he is employed in a seasonal establishment.

Explanation II: An employee of a seasonal establishment shall be deemed to be in continuous service if he has actually worked for not less than 75% of the number of days on which the establishment was in operation during the year. [Sec 2(b)]
(d) "Controlling Authority" means an authority appointed by an appropriate Government under Sec. 3. [Sec 2(d)].
(e) "Family" in relation to an employee, shall be deemed to consist of-
i) in the case of a male employee, himself, his wife, his children, whether married or unmarried, his dependant parents and the widow and children of his predeceased son, if any,
ii) in the case of a female employee, herself, her husband, her children, whether married or unmarried, her dependent parents and the dependent parents of her husband and the widow and children of her predeceased son, if any:
Provided that if a female employee, by a notice in writing to the controlling authority, expresses her desire to execute her husband from her family, the husband and his dependent parents shall no longer be deemed for the purposes of this Act, to be included in the family of such female employee unless the said notice is subsequently withdrawn by such female employee.

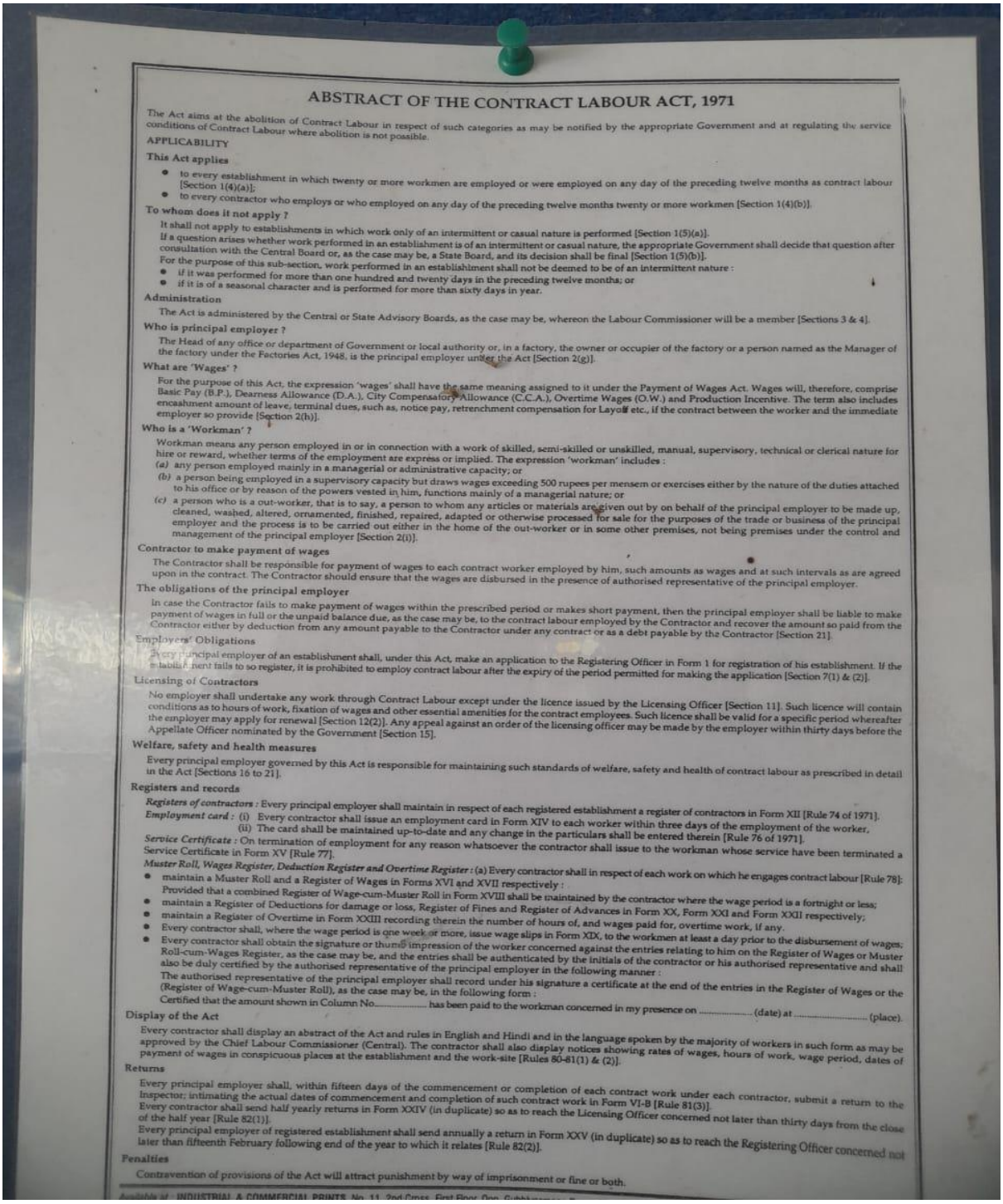
Explanation- Where personal law of an employee permits the adoption by him of a child, any child lawfully adopted by him shall be deemed to be included in his family, and where a child of an employee has been adopted by another person and such adoption is, under the personal law of the person making such adoption, lawful, such child shall be deemed to be excluded from the family of the employee. [Sec 2(h)].

Page 1 of 4

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Contract Labor Act Displayed on Notice Board



ABSTRACT OF THE CONTRACT LABOUR ACT, 1971

The Act aims at the abolition of Contract Labour in respect of such categories as may be notified by the appropriate Government and at regulating the service conditions of Contract Labour where abolition is not possible.

APPLICABILITY

This Act applies

- to every establishment in which twenty or more workmen are employed or were employed on any day of the preceding twelve months as contract labour [Section 1(4)(a)];
- to every contractor who employs or who employed on any day of the preceding twelve months twenty or more workmen [Section 1(4)(b)].

To whom does it not apply ?

It shall not apply to establishments in which work only of an intermittent or casual nature is performed [Section 1(5)(a)].
If a question arises whether work performed in an establishment is of an intermittent or casual nature, the appropriate Government shall decide that question after consultation with the Central Board or, as the case may be, a State Board, and its decision shall be final [Section 1(5)(b)].
For the purpose of this sub-section, work performed in an establishment shall not be deemed to be of an intermittent nature :

- if it was performed for more than one hundred and twenty days in the preceding twelve months; or
- if it is of a seasonal character and is performed for more than sixty days in year.

Administration

The Act is administered by the Central or State Advisory Boards, as the case may be, whereon the Labour Commissioner will be a member [Sections 3 & 4].

Who is principal employer ?

The Head of any office or department of Government or local authority or, in a factory, the owner or occupier of the factory or a person named as the Manager of the factory under the Factories Act, 1948, is the principal employer under the Act [Section 2(g)].

What are 'Wages' ?

For the purpose of this Act, the expression 'wages' shall have the same meaning assigned to it under the Payment of Wages Act. Wages will, therefore, comprise Basic Pay (B.P.), Dearness Allowance (D.A.), City Compensatory Allowance (C.C.A.), Overtime Wages (O.W.) and Production Incentive. The term also includes encashment amount of leave, terminal dues, such as, notice pay, retrenchment compensation for Layoff etc., if the contract between the worker and the immediate employer so provide [Section 2(h)].

Who is a 'Workman' ?

Workman means any person employed in or in connection with a work of skilled, semi-skilled or unskilled, manual, supervisory, technical or clerical nature for hire or reward, whether terms of the employment are express or implied. The expression 'workman' includes :
(a) any person employed mainly in a managerial or administrative capacity; or
(b) a person being employed in a supervisory capacity but draws wages exceeding 500 rupees per mensem or exercises either by the nature of the duties attached to his office or by reason of the powers vested in him, functions mainly of a managerial nature; or
(c) a person who is a out-worker, that is to say, a person to whom any articles or materials are given out by on behalf of the principal employer to be made up, cleaned, washed, altered, ornamented, finished, repaired, adapted or otherwise processed for sale for the purposes of the trade or business of the principal employer and the process is to be carried out either in the home of the out-worker or in some other premises, not being premises under the control and management of the principal employer [Section 2(i)].

Contractor to make payment of wages

The Contractor shall be responsible for payment of wages to each contract worker employed by him, such amounts as wages and at such intervals as are agreed upon in the contract. The Contractor should ensure that the wages are disbursed in the presence of authorised representative of the principal employer.

The obligations of the principal employer

In case the Contractor fails to make payment of wages within the prescribed period or makes short payment, then the principal employer shall be liable to make payment of wages in full or the unpaid balance due, as the case may be, to the contract labour employed by the Contractor and recover the amount so paid from the Contractor either by deduction from any amount payable to the Contractor under any contract or as a debt payable by the Contractor [Section 21].

Employers' Obligations

Every principal employer of an establishment shall, under this Act, make an application to the Registering Officer in Form 1 for registration of his establishment. If the establishment fails to so register, it is prohibited to employ contract labour after the expiry of the period permitted for making the application [Section 7(1) & (2)].

Licensing of Contractors

No employer shall undertake any work through Contract Labour except under the licence issued by the Licensing Officer [Section 11]. Such licence will contain conditions as to hours of work, fixation of wages and other essential amenities for the contract employees. Such licence shall be valid for a specific period whereafter the employer may apply for renewal [Section 12(2)]. Any appeal against an order of the licensing officer may be made by the employer within thirty days before the Appellate Officer nominated by the Government [Section 15].

Welfare, safety and health measures

Every principal employer governed by this Act is responsible for maintaining such standards of welfare, safety and health of contract labour as prescribed in detail in the Act [Sections 16 to 21].

Registers and records

Registers of contractors : Every principal employer shall maintain in respect of each registered establishment a register of contractors in Form XII [Rule 74 of 1971].
Employment card : (i) Every contractor shall issue an employment card in Form XIV to each worker within three days of the employment of the worker.
(ii) The card shall be maintained up-to-date and any change in the particulars shall be entered therein [Rule 76 of 1971].
Service Certificate : On termination of employment for any reason whatsoever the contractor shall issue to the workman whose service have been terminated a Service Certificate in Form XV [Rule 77].
Muster Roll, Wages Register, Deduction Register and Overtime Register : (a) Every contractor shall in respect of each work on which he engages contract labour [Rule 78]:

- maintain a Muster Roll and a Register of Wages in Forms XVI and XVII respectively :
  Provided that a combined Register of Wage-cum-Muster Roll in Form XVIII shall be maintained by the contractor where the wage period is a fortnight or less;
- maintain a Register of Deductions for damage or loss, Register of Fines and Register of Advances in Form XX, Form XXI and Form XXII respectively;
- maintain a Register of Overtime in Form XXIII recording therein the number of hours of, and wages paid for, overtime work, if any.
- Every contractor shall, where the wage period is one week or more, issue wage slips in Form XIX, to the workmen at least a day prior to the disbursement of wages;
- Every contractor shall obtain the signature or thumb impression of the worker concerned against the entries relating to him on the Register of Wages or Muster Roll-cum-Wages Register, as the case may be, and the entries shall be authenticated by the initials of the contractor or his authorised representative and shall also be duly certified by the authorised representative of the principal employer in the following manner :
  The authorised representative of the principal employer shall record under his signature a certificate at the end of the entries in the Register of Wages or the (Register of Wage-cum-Muster Roll), as the case may be, in the following form :
  Certified that the amount shown in Column No..... has been paid to the workman concerned in my presence on ..... (date) at ..... (place).

Display of the Act

Every contractor shall display an abstract of the Act and rules in English and Hindi and in the language spoken by the majority of workers in such form as may be approved by the Chief Labour Commissioner (Central). The contractor shall also display notices showing rates of wages, hours of work, wage period, dates of payment of wages in conspicuous places at the establishment and the work-site [Rules 80-81(1) & (2)].

Returns

Every principal employer shall, within fifteen days of the commencement or completion of each contract work under each contractor, submit a return to the Inspector, intimating the actual dates of commencement and completion of such contract work in Form VI-B [Rule 81(3)].
Every contractor shall send half yearly returns in Form XXIV (in duplicate) so as to reach the Licensing Officer concerned not later than thirty days from the close of the half year [Rule 82(1)].
Every principal employer of registered establishment shall send annually a return in Form XXV (in duplicate) so as to reach the Registering Officer concerned not later than fifteenth February following end of the year to which it relates [Rule 82(2)].

Penalties

Contravention of provisions of the Act will attract punishment by way of imprisonment or fine or both.

Available at INDUSTRIAL & COMMERCIAL PRINTS, No. 11, 2nd Cross, First Floor, Opp. Subbaiah...

AMITY UNIVERSITY MAHARASHTRA

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Campus Is Easily Accessible by People with Disabilities



Ramp for easy Walking

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Elevator



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Policy on On-Campus Accommodation for People with Disabilities

https://backoffice.amity.edu/mumbai/pdf/sustainbility/17.%20on%20campus%20accomodation%20-disability%20support%20and%20funding.pdf

Amity University Maharashtra maintains a comprehensive, well-funded campus accommodation and accessibility strategy specifically tailored to support individuals with disabilities, including students, employees, and short-term visitors. The university has invested significantly in infrastructure to guarantee ease of daily movement, incorporating elevators, access ramps, wheelchairs, specially designed western toilets, and an on-campus network of battery-operated vehicles to transport individuals between campus buildings safely. Full-time employees can request campus housing through the HR department, while the Hostel Director ensures that student applicants with physical disabilities receive priority registration, proactively allocating well-furnished ground-floor rooms to optimize convenience. Backed by an intentional funding model, the administration maintains dedicated financial provisions to handle regular maintenance of these resources, dynamic growth in student or staff numbers, and sudden emergency medical supplies. Policy expansions also guarantee that the campus security team is trained to deliver prompt transit support, while the campus medical clinic, counseling cells, and on-standby ambulances stand equipped to provide immediate emergency relief under the authorization of university administration.

Disability Support Office

https://backoffice.amity.edu/mumbai/pdf/sustainbility/14.%20disability-support-office.pdf

Amity University Maharashtra operates a dedicated Disability Support Office that functions as a comprehensive, single-window system to ensure equal academic and physical access for students with diverse learning, mobility, and physical difficulties. Formulated to foster an inclusive learning environment, the policy guarantees targeted academic accommodations, such as specialized

additional classes for students with learning disabilities, alongside separate physical testing environments and custom examination provisions for individuals with conditions like epilepsy upon submission of official government disability certification. Administratively overseen by the Dean of Student Welfare in close coordination with individual Heads of Institutions and the Examination Department, the office coordinates physical accommodations—including built infrastructure featuring walking ramps, elevators, disabled-friendly washrooms, and continuous transport via on-campus battery-operated vehicles—to ease routine structural barriers. Furthermore, student mental health and well-being are supported comprehensively through the campus counseling center, "Way For Well-Being," run by the Amity Institute of Behavioral & Allied Sciences (AIBAS), which extends standard operational helpline schedules throughout the week alongside technical academic evaluations to deliver equal opportunities at every phase of the student lifecycle.

Policy of Non-Discrimination Against Women

Amity University Maharashtra operates a strict, comprehensive institutional framework dedicated to preventing discrimination and safeguarding women, transgender individuals, and whistleblowers across all departments and academic tracks. In compliance with the Sexual Harassment of Women at Workplace Act 2013 and international human rights conventions, the university enforces equal career opportunities for women while mandating biannual institutional sensitization and counseling sessions for both faculty and students. Furthermore, aligning with the Transgender Persons (Protection of Rights) Act 2019, the university strictly prohibits any workplace bias regarding recruitment or promotion, and guarantees an "Inclusive Education" environment where transgender students can study without fear of discrimination, neglect, or intimidation. To ensure proper accountability, the institution provides an absolute prohibition against any form of retaliation or adverse educational and employment consequences for individuals reporting misconduct. All reported incidents face immediate, confidential investigation via human resources, immediate supervisors, or the Vice Chancellor’s office, supported by targeted psychiatric counseling to protect the psychological well-being and alleviate the anxiety of complainants throughout the grievance resolution process

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Reconstitution of Equality, Diversity, and Inclusion Committee

Amity University Maharashtra operates a comprehensive Equality, Diversity, and Inclusion (EDI) framework overseen by a dedicated, reconstituted committee that ensures fair treatment and equal opportunity across all institutional choices, staff recruitment tracking, and vendor partnerships. Led by the Honorable Vice Chancellor as Chairman alongside gender-balanced leadership, the committee enforces strict protective measures regarding age, gender, race, religion, sexual orientation, disability status, and the integration of refugees or asylum seekers in complete alignment with national statutory standards. To deeply embed these principles across the campus lifecycle, the Dean of Student Welfare and the Internal Quality Assurance Cell (IQAC) routinely execute strategic ethical training programs. These programs include intensive Faculty Development Programmes on workplace safety and special education needs, social contribution training for non-teaching departments, compulsory Behavioral Science coursework for undergraduate and postgraduate students, and targeted academic research integrity modules to secure an equitable and highly inclusive working environment.

Event-wise outcome evidence

1. World Pharmacist Day: Community Health Check-up Camp

Date: 25 September 2025

Venue: Gram Panchayat Office, Bhatan Village

Organizing school: Amity Institute of Pharmacy

An outreach health-check camp served the local Bhatan community through preventive screening and health education. The source report documents 120 participants, including 30 schoolchildren receiving anthropometric and blood-group checks, and 90 villagers screened for blood pressure, glucose, BMI and other basic indicators. The activity expanded access to introductory preventive services beyond the university campus.



2. Building Healthier Futures: Health, Nutrition and Menstrual Dignity

Date: 7 May 2025

Venue: Auditorium, A1 Block, Amity University Mumbai

Organising school: Amity Institute of Pharmacy

The oration seminar, attended by 250 participants according to the outcome report, featured nutrition, preventive health and women's wellness. A presentation on affordable and disposable sanitary products and community health education discussed dignity in menstrual health. These themes addressed awareness of gender-related barriers.



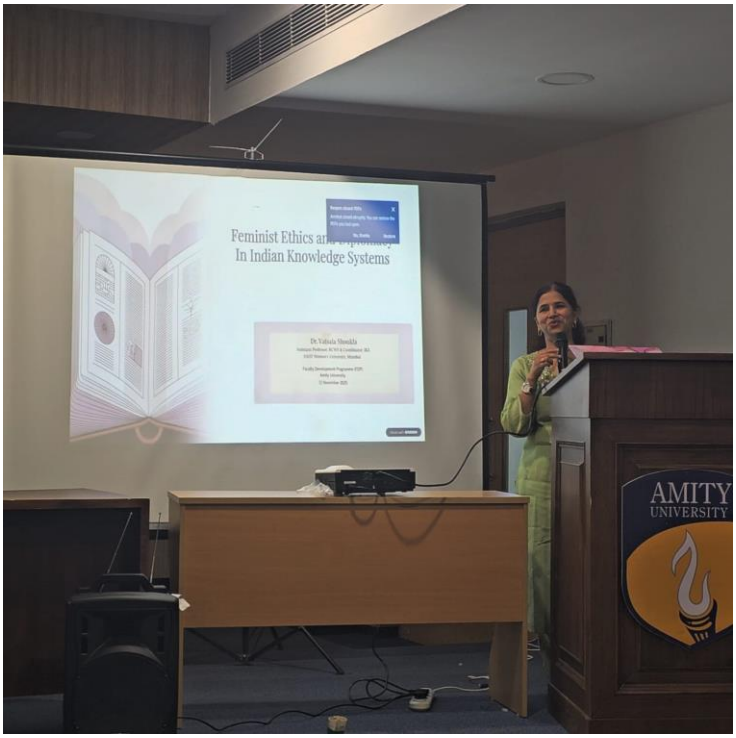
3. Indian Knowledge Systems Faculty Development Programme: Feminist Ethics and Inclusive Perspectives

Date: 10–14 November 2025

Venue: Amity University Mumbai

Organizing school: Amity Institute of Liberal Arts

This five-day FDP recorded 50 students and 20 faculty members and examined Indian knowledge systems from several disciplinary perspectives. A session on feminist ethics and diplomacy addressed gendered readings of knowledge and representation. Its SDG 10 contribution is educational awareness of inclusion, rather than a verified institutional equality policy or direct social intervention.



4. Poetry Day Outreach: Social Discrimination and Women's Voices

Date: 1 August 2025

Venue: St. Xavier's College, Mumbai

Organizing school: Amity School of Languages (English and French Departments)

The School of Languages conducted an external poetry outreach activity commemorating Eunice de Souza. The source describes engagement with themes of discrimination, social taboos, women's experiences and the use of poetry to communicate marginalised concerns.



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LEADERS' ROUND TABLE CONFERENCE

Date: 1 October 2024

Venue: Seminar Hall, Amity University Mumbai

Organising School: Amity Business School

Participation: 200

Amity Business School organised the Leaders' Round Table Conference focusing on Diversity, Equity and Inclusion (DEI) in human resource management. The conference brought together HR professionals and academicians to discuss inclusive leadership, equal opportunities, workforce diversity and equitable workplace practices. The event enhanced awareness among BBA and MBA students about reducing discrimination, promoting professional growth and creating inclusive work environments..



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Educational Visit to the Reserve Bank of India

30 April 2025 | 10:00 am to 1:30 pm
Reserve Bank of India Headquarters and RBI Monetary Museum, Fort, Mumbai | Amity Institute of Liberal Arts

The Amity Institute of Liberal Arts organised an **Educational Visit to the Reserve Bank of India (RBI)** to enhance financial literacy and provide practical exposure to India's central banking system. The visit was moderated by Dr. Dattatrey Bhandalkar and Dr. Ritu Varshney, with guidance from RBI officials Mr. Sibo Nekhini, Mr. Vishal Gondake and Mr. Shridhar Bendare. A total of 24 participants, comprising 22 students and 2 faculty members, attended the programme.

The visit focused on currency management, monetary policy, banking regulations and the RBI's role in promoting financial inclusion. Students gained insights into financial discipline, credit awareness, digital banking safety, electronic fund transfers (RTGS and NEFT), counterfeit currency detection and consumer grievance redressal. The RBI Monetary Museum provided additional exposure to the history and evolution of Indian currency and banking practices.

The programme strengthened students' understanding of financial institutions and the importance of accessible, secure banking services. Opportunities for internships, financial literacy workshops, faculty training and collaborative research were identified as future initiatives. The report does not confirm that these proposed activities were subsequently implemented or that any financial services were delivered to disadvantaged households.



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